

School Turnaround Process-Strategies

Reflected below are two sets of Strategies
that have merged to create a formula for success in turnaround schools.

1. Research based strategies from the education community that improve student achievement. 2. Strategies from the private sector business community related to leadership, management, planning and measurement (balanced scorecard), corporate turnaround, and project management.	
Education Strategies: 1. Curriculum alignment and mapping - Provide clear instructional leadership and accountability. Define the model for learning: curriculum, scope & sequence and schedule for learning for the core subjects of reading, writing and math. 2. Use a regularly scheduled formative assessment (at least every 9 weeks) process to regularly check each student's mastery of the State standards for learning. 3. Create a master schedule to foster appropriate instruction and planning time. 4. Uniform data driven remediation and intervention - regularly (at least monthly) review/sharing of data — with teachers, staff and division. Determine remediation strategies from these reviews. 5. Provide training for all teachers in the model for learning, formative assessment process and tools and the use of data to determine remediation strategies. 6. Be more informative with the parents through programs, conferences, leadership opportunities, and regular parent-teacher conferences to share interim data results and discuss the child's progress. 7. Align and time formative assessment and TCAP results with student grades . 8. Conduct regular observations of the teachers to ensure curriculum is being followed. 9. Communicate the compelling case and sense of urgency for success for all students . 10. Create a leadership team of lead teachers, PTA president, principal, AP: media specialist, etc. to carry out the improvement plan and monitor progress. Meet weekly to review dates, data, and deliverables. 11. Establish a communications plan to ensure that: --a clear and consistent message is received across the school. --a primary point of contact for each grade level and/or subject is identified and used to ensure a consistent message. --an environment of high expectations is communicated and created. 12. Create a safe and orderly environment by establishing clear rules for conduct and enforcing these rules and having guidelines for discipline issues and referable offenses. 13. Improve employee support and morale . 14. Ensure efficient use of resources and instructional time .	Business Strategies: 1. Create a winning team that can execute the plan — at the leadership level and at the worker level that can accomplish the goals (a team that can improve student achievement and meet AYP targets). 2. Clarify the key goals and set clear strategies to accomplish these goals (balanced scorecard). 3. Create a plan for implementing the strategies and assign responsibilities for implementing the plan (balanced scorecard). 4. Create a set of measures to monitor to ensure the plan is being implemented and that it is working (balanced scorecard). 5. Work the plan and ensure it is executed to a high degree of quality (this is project management — how well these strategies are executed are as important as the strategies themselves). 6. Focus on the core business — weed out unnecessary work (focus on time on task, curriculum scope, sequence and schedule). 7. Set clear and high expectations (all teachers will improve achievement levels for all students). 8. Focus on quality, effectiveness, efficiency of the key processes (for schools it is the instructional process). 9. Invest in employee training.